



# OAR

## growing leaders from within

LEAP was created to provide current and future OAR leaders opportunity for professional and personal development. This program includes training, coaching, and on-going assessments.

OAR leadership recognized that potential leaders exist throughout OAR and NOAA, and encourage diverse and inclusive participation. Over 40 individuals participated in the first class, with approximately half coming from OAR HQ and half from labs and programs, plus a few individuals from other line offices. We hope the 2012 class has the same breadth, diversity, and enthusiasm. ***Will you be in it?***

### LEAP Ambassadors

AOML	Alan Leonardi
	Alejandra Lorenzo
ARL-ATDD	LaToya Myles
ARL-FRD	Walt Schalk (remotely)
ARL-SORD	Walt Schalk
ESRL	Andrea Ray
	Brian Vassel
GFDL	Brian Gross
	Steve Mayle
GLERL	John Bratton
Headquarters	Kola Garber
	Amanda McCarty
	Mark Vincent
NSSL	Kevin Kelleher
PMEL	Renee Womack
Sea Grant	Kola Garber
NESDIS	Krisa Arzayus
NMFS	Philip Hoffman
NWS	Monica Montague
OMAO	Chris Beaverson

Contact your local LEAP Ambassador for program information and other questions, or contact the LEAP coordinator directly:

**LEAP.Coordinator@noaa.gov**

Visit the LEAP website

**<http://oarhq.noaa.gov/LEAP>**



Leadership Effectiveness & Advancement Program

# LEAP

## 2012 Class Announcement

**October 2011  
through  
October 2012**



**<http://oarhq.noaa.gov/LEAP>**

# What is LEAP?

An experience you'll remember and use throughout your career

LEAP supports OAR and NOAA

by encouraging leadership growth and personal and professional development through focused training, peer coaching, and personal assessments and progress evaluations.



LEAP is designed to **innovate** formal and informal leadership experiences, **incubate** a diverse cadre of leaders, and **integrate** professional performance and personal preferences and proficiencies for organizational success.

## What participants are saying...

*"Exceptional combination of speakers and internal experts provide a rich learning experience."*

*"Amazing experience to become a better leader and a better, more centered person."*

*"Highly recommend to all current and aspiring managers."*

*"A must for leaders in the field and at headquarters."*

## Leaders are made, They are not born.

They are made by hard effort, which is the price which all of us must pay to achieve any goal that is worthwhile.

- Vince Lombardi

Applications due:

**NOW EXTENDED –  
September 9, 2011**

Applicants notified:

**September 16, 2011**



## What to expect

"There is no learning in the comfort zone, and there is no comfort in the learning zone." *Walt Childress*

- LEAP is designed to be a comprehensive development program
- Using many modes of learning
- Allowing participants to learn more about themselves and get perspectives on strengths and weaknesses and how they can develop skills to improve
- Opportunity for 360 reviews and peer coaching
- Learn to give and receive feedback
- Learn from great outside speakers, and from each other
- Exercises reinforce learning and build trust

*We are pushed beyond our comfort zone and challenged to grow*

## How do I apply?

You must complete a LEAP 2012 class application, available at [oarhq.noaa.gov/LEAP](http://oarhq.noaa.gov/LEAP). This application includes several questions focusing on your current or future leadership potential and what you might get out of the LEAP program. Your supervisor also must complete part of the application, providing both a commitment to support you as well as an evaluation of your leadership potential.



## What are the requirements

Personal and professional development as demonstrated by a commitment to:

- Attend team meetings, typically weekly or bi-weekly, in person or virtually (e.g., phone, VTC),
- Dedicate an average of 2 hours per week to teams and projects
- Identify a community of computation (including 7 peers, supervisors, and supervisees) to evaluate your leadership progress throughout LEAP.
- Attendance at four (4) training sessions over the period of one (1) year, typically 3.5 days per session. Training sessions will be held within driving distance of Silver Spring, MD.

## How do I learn more?

- Contact a LEAP ambassador. Many of these individuals were part of the first LEAP class and would be happy to talk to you about their experiences.
- Review the materials available on the LEAP web site. This is a great resource for information about the future class, as well as the past class.

**Mandatory LEAP  
Training Sessions:**

- October 25-28, 2011
- February 28 - March 2, 2012
- June 12-15, 2012
- October 23-26, 2012